

**Minutes
NIH Diversity Council
Wednesday, September 21, 2005**

**National Institutes of Health
U.S. Department of Health and Human Services
Building 31, Room 4C-32
Bethesda, MD**

1. Call to Order and Introductions

Dr. Steve Hausman (NIAMS) called the meeting to order and invited those present to introduce themselves for the record.

II. Awards Presentation

Dr. Raynard Kington, NIH Deputy Director, presented awards to Joan Brogan, Steve Hausman, and retiring Council members, commenting that those who volunteer to participate in important programs, such as the Diversity Council, do so with a willingness to take on additional responsibility for which there is no additional remuneration except the satisfaction of knowing that they are contributing valuable experience and time to an important cause. He presented awards to Lillian Ashley (NIBIB), Joan Brogan (OEODM retired), Michael Chang (NCRR), Dr. Steve Hausman (NIAMS), Thomas Mitchell (CIT), and Dr. Jose Serrano (NIDDK).

III. Election of Chair and Vice-Chair for 2005-2006

Dr. Hausman invited nominations for Chair and Vice-chair for the next term (FY06). On motions duly made and seconded, Michele Mulholland France (CIT) was nominated for Chair and Andrea Wongsam-Nollinger (NCCAM) was nominated for Vice-chair. On motion duly made and seconded, the nominations were closed and the candidates were elected by acclamation. Michele Mulholland France noted that she and Andrea Wongsam-Nollinger would be acting as Co-Chairs for the coming year.

Dr. Hausman affirmed that he would remain as an active member of the Council, noting that the meetings could continue in the NIAMS OD conference room for the remainder of calendar year 2005 and all of 2006.

IV. Comments by OEODM Liaison Hilda Dixon

Ms Hilda Dixon (NIH OEODM) discussed issues of reorganization and administration that might affect the Council during the next term. She distributed a handout that described a number of organizations at other ICs that are concerned with diversity. They include:

- NIA Human Relations Committee;
- NIGMS Advocates for Employee Diversity and Quality of Work Life Committee;
- NIDA Equal Employment, Diversity and Quality of Work Life Advisory Committee;
- NICHD Workplace Improvement and Diversity Advisory Committee;
- NIEHS Diversity Council; NIMH Employee Advisory Committee to the Director on Equity, Diversity and Quality of Life Issues;
- NIAAA Equal Employment Opportunity Advisory Committee;
- NLM Diversity Council;
- NIAID Equal Employment Opportunity Advisory Committee;
- CSR Employee Advisory Committee; and the
- NCRR Cultural Competence Leadership Team.

She recommended that the Council consider establishing means by which the NIH Diversity Council and these groups would develop effective working relationships. The OEODM plans to add a Diversity Manager to work with the Council and the other employee-based groups that have an active interest in diversity issues.

Dr. Hausman endorsed the concept of bringing in representatives from across the NIH campus to augment the Council's earlier efforts to involve minority-related special interest groups on campus.

Michele Mulholland France noted that with a full quorum present today, and uncertain numbers at the next meeting, it would be more effective to consider and vote upon the recommendation immediately.

During discussion, it was noted that individuals from the various groups would not become official members of the Council. Membership in the Council would continue to be derived from nominations by the NIH Institutes and Centers (ICs), vetted by the Chair and Vice-Chair. It was observed that the effort would probably not result in a standard approach to diversity, but that the Council could be helpful by developing a model for those ICs that now have no diversity element and those groups that may have become less than effective.

On motion duly made and seconded, the Council approved the proposal to work with the OEODM and other diversity-related groups at NIH to explore ways to develop more robust and coordinated diversity programs at NIH. The scope will involve trans-meeting attendance and collaboration on immediate and long range projects.

In addition, the Council discussed a number of ideas to enhance the Council operational structure; including increasing the number of members (requires a change to the charter), and providing for elected members to appoint an alternate to attend meetings when the primary member is not able to attend.

V Work Group Report (Diversification of the Tenure Track) and Discussion of Issues for 2005-2006

Dr. Chang reported that the work group had successfully realized its long term goals from two years before. With cooperation from many ICs, data had been collected and analyzed. The presentation was developed and tailored to a number of NIH audiences, the most recent of which was before the NIH Scientific Directors. Dr. Chang distributed a brief report, which included the final recommendations. He explained how the original data was collected from ten ICs, and how the Office of Intramural Research has accepted the recommendations and has begun to develop a program to respond to the recommendations, including appointing an individual to coordinate the OIR processes. Dr. Chang noted that Dr. Marisela Morales and Dr. Thomas Mitchell had agreed to continue to participate in the work group's activities; additional members are needed and the work group must select a Chair, preferably a scientist.

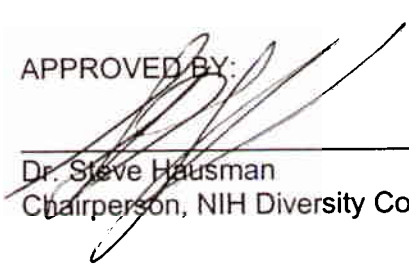
There was a brief discussion about the possible future areas of interest regarding the diversification of the tenure track, including whether OIR might want a more extensive study, whether the Council should continue to monitor the tenure track process or expand its interests to other related areas. Dr. Chang felt that the work group should continue to work on the tenure track process, but also recommended keeping the number of working groups to a relative few, perhaps three or four.

Dr. Hausman mentioned other projects that the Council might consider, including the parking situation in general, valet parking, and special accommodations for significantly disabled employees. It was observed that Council concerns should be regularly monitored, even after the final report is submitted. Dr. Murthy commented that the human capital issues should continue to be part of the Council's agenda.

VI. Announcements and Adjournment

Dr. Hausman closed the meeting, noting that he appreciated the opportunity to serve as Chair. The meeting was adjourned at 3:00 p.m.

APPROVED BY:



Dr. Steve Hausman
Chairperson, NIH Diversity Council

10/19/05

Date

Members Present:

Steve Hausman, NIAMS (Chair)
Michele Mulholland-France, CIT (Chair Elect)
Lillian Ashley, NIBIB
Michael Chang, NCRR
Linda Huss, NEI
Linda Jensen, NIMH
Thomas Mitchell, OD
Mahadev Murthy, NCRR
Marisela Morales, NIDA
Dave Robinson, NIDCD
Jose Serrano, NIDDK
Molly Vallant, NIEHS
Andrea Wongsam-Nollinger, NCCAM (Vice-Chair Elect)
Shen Yang, NCI

Members Absent:

Chrisoula Jennings, NIH/OD/DEAS
Matthew Murguia, NIAID
William Reeves, CSR

Member Resigned:

Ying-Jie Wu, NHLBI *

Dr. Hausman noted to the Council that Ying-Jie Wu left the NIH to take an academic position and needed to resign from the Council. His participation was greatly appreciated.

Staff Members and Visitors Present

Ms. Joan Brogan, OEODM (Ret.)
Hilda Dixon, OEODM
Carolyn Williams, OEODM